

**Personnel and Benefits Meeting
January 22, 2013**

Guests: Jim Spice, Steve Linhart

Attending: Tom Zwirlein, Gail Katz, Beth Kumar, Pam Carter, Don Morley

Jim Spice and Steve Linhart attended the meeting to discuss changes in the Student Response Team APS and the Faculty Staff Response Team APS. Most of the changes recommended by P&B to Jim and Steve were incorporated in the documents. The committee made several final suggestions.

1. One suggestion is to include wording on how interventions will be handled for online classes. This can be included in part 5, section 5.
2. There was a question on how HIPA and FRPA are handled. Jim responded that FRPA is waived because this is a health and safety issue. It was suggested that legal look into the HIPA and FRPA regulations to make sure the final documents are consistent with these laws.
3. A question came up on how long records should be kept. Also, it was suggested that all records be securely stored.

Steve presented a prototype brochure for faculty called: "Helping a Student in Difficulty," which is modeled after a UC Boulder document. The committee made several recommendations that Steve will incorporate into the document. He plans to have the document finalized and ready for distribution in February.

The Minutes from the December P&B meeting were approved unanimously.

The P&B Bylaws were approved unanimously.

Beth suggested that we get a member from Education - Tom will ask Andrea about getting a new member.

Meeting times were discussed. We will continue to hold meetings on Tuesday but will move them to an earlier time to accommodate Bob's teaching schedule.

Highlights of the Faculty Council Personnel Meeting. Report by Gail Katz

The meeting was busy in December, with all of the system members and UBAB present and Jill Pollock and Mark Stanker.

1. CIGNA was given a 45 day notice letter, by Mark, at Jill's behest, in early December that they must change/show us an action plan indicating the dates and times when things will improve, (service, accountability, response time, bill pay time etc). A response is due in 45 days, or the University will end the contract with them invoking the 90 clause to get out of the contract all together. The 90 day pulls the trigger on the relationship. Sounds like no one is happy with CIGNA. The 45 days have passed so I will try to get an update before we meet.

2. Resolution brought forward by Melinda Piket-May, Chair of the Faculty Council. These items are for

discussion only and are not formalized. Issues included:

a. compression/market factors for long -serving and current faculty members who are paid significantly less than comparable recent-hired faculty

b. Uncompensated merit exists due to service and research accomplishments are largely episodic, and do not occur consistently every year, and also some teaching accomplishments are unevenly paced. Accomplishments in *all three areas should not be expected and will not be recognized under future CU merit raises*. Therefore CU shall establish a 3% faculty compensation pool for 2013-2014 and another 3% faculty compensation pool to be awarded at the same time to members according to the prior three years merit ratings, and the same time that zero raises were available. Remember, this is just discussion.

3. More discussion on system tuition waiver. I (Gail) noted in the lay press that Boulder has moved forward (?) on their tuition package for dependents and faculty members

4. Discussion about merit forms/documents used in different schools, colleges, departments, campuses for merit evaluations. Paul Chinowsky has asked that all different forms/evaluations be sent to him for review in an attempt for the System committee to begin to work on a consistent (or close to) form to be used-focusing on the % value of service (and what counts as service etc) aspect of the merit evaluation.

5. Paul and Bruce Neuman both asked Jill, and Mark, again, if a member of the System P & B committee would be able to be represented on the Health Trust. There was no response, again.

6. Per Jill, The Governor and President Benson would like to give a 1.5% or 1.6% COLA to recognize gaps in staff pay-who have allegedly had no raise in 4 years. There will be a attempt to adjust all staff to 'mid point range'. Bruce Neuman will get back to us via email on this before the end of January.

7. Per UBAB- Regents will only recognize/consider merit increases and will not consider COLAs for faculty.

8. Jill led a lively discussion on marketing CU and all its campuses, asking why is enrollment at all schools but UCCS (we got nice recognition and credit!) , is it cost of tuition? What are the yield rates for marketing in state vs out of state (that was a Bruce Neuman question), President Benson would like a larger scholarship pool/financial aid for under grad in-state students as he feels our tuition/dorm costs are a factor in why we are losing in state students to out of state colleges.